

**MINUTES OF THE  
SPACE PROFESSIONAL OVERSIGHT BOARD  
31 AUGUST 2004**

**ATTENDEES:**

**DoD:**

Mr Teets  
Maj Gen Kehler

**USMC**  
Col Wassink

**USN:**

VADM McArthur

**NRO**

Ms Platz-Vieno  
Brig Gen Armor

**USA**

Col Pierson  
Col Timothy Coffin

**STRATCOM**

Maj Gen Shelton

**USAF**

Lt Gen Arnold  
Maj Gen Cooning  
Dr Mullins  
Brig Gen Worley

**JSAG/AFIT/NPS**

JSAG Chair/NPS - CAPT Dan  
Bursch

**WELCOME/AGENDA**

The Executive Secretary, Maj Gen Kehler, opened the quarterly meeting of the Space Professional Oversight Board by welcoming everyone and noting that all organizations were represented. He reviewed the agenda:

- Organization
- Old Business
- Strategy Implementation Plan
- New Business
- Administration

**ORGANIZATION:**

Maj Gen Kehler told members that he was seeking direction in two principal areas for developing space professionals: the depth and direction of data collection needed to identify current inventory and potential gaps and identification of positions where space professionals were needed. He then turned to Lt Col TJ Lea, primary action officer, who reviewed an organizational chart of the groups responsible for developing space professionals. Lt Col Lea reported that the SPOB would continue as the DoD Executive Agent's forum. Reporting to the SPOB is the Human Capital Resources Steering Group (HCRSG). This body will be a senior officer steering group headed by the Director of the NSSO. Reporting to the HCRSG are two subordinate organizations: the Joint Space Academic Group (JSAG) working AFIT and NPS issues and the Human Capital Resources Working Group (HCRWG).

## **OLD BUSINESS:**

### **CHARTER**

Lt Col Lea tabled a charter for members approval. He stated that he had considerable feedback from members on the initial draft, most notably RADM Fisher. He asked that members review and comment back on the charter by COB, 1 September.

**ACTION ITEM:** Members to review Space Professional Oversight Board Charter and submit changes to SPOB Executive Secretary by COB 1 September 2004.

### **GAO REPORT**

The GAO report, *Additional Actions Needed to Implement Human Capital Strategy and Develop Space Personnel*, was released 11 August 2004. It recommended that DoD create an implementation plan and Services develop focal points and strategies for their Space cadres. The DoD response is due 13 September and a draft is presently being circulated for comment. The response will be coordinated through the Office of the Inspector General.

**ACTION ITEM:** NSSO to provide DoD response NLT 13 September.

### **JSAG UPDATE**

CAPT Dan Bursch, Naval Post-Graduate School, noted that his group's charter was to provide an integrated vision of graduate-level space education and coordinate AFIT and NPS responses to SPOB taskings and queries. CAPT Bursch stated he was pleased with the alliance between the two schools and that dialogue and cooperation were increasing. He welcomed inputs on curriculum on how to better develop Space Professionals in all of DoD and the Intelligence Community, and stated a need to lay out the entire Service School organization and which types of students go where. Bursch noted that the schools were seeking to ease the process of credit transfers between schools and are working on Joint PME accreditation. Maj Gen Kehler commented that the SPOB should recognize the unique nature of each school and use it to make the best Space Professional possible. Brig Gen Worley noted that the Air Force's Force Development efforts is structured to address the issue of sending space professional members to the right school at the right time. The key is that the slots and opportunities are known ahead of time and are provided to the AF Personnel Center so that development teams understand what types of programs are available. Mr. Teets asked whether the JSAG should have a hand in selecting which students go to which schools. Choices should recognize the strengths of each school, the needs of the Services and desires of the students. Mr. Teets observed that Army and CIA students should also be considered for AFIT and NPS.

**ACTION ITEM:** JSAG continue to provide quarterly updates to the SPOB.

**ACTION ITEM:** CAPTAIN Bursch to describe NPS's preferred solution to matching students to schools across the entire Service school system.

### **STRATEGY IMPLEMENTATION PLAN**

The implementation plan is due to Congressional Defense Committees NLT 15 November 2004. The second draft of the plan is out for comment. Lt Col Lea presented a timeline. The draft will be completed

15 September. Coordination and final approval will be over the subsequent weeks and in time for the 15 November suspense. The strategy has four major components: Management (charter/processes), Education and Training (Analysis and Assessment), Space critical positions (definition/ID/Certification), and Assessment (data call on health and status of the cadre).

**ACTION ITEM:** SPOB Executive Secretary to ensure coordination, completion and delivery of Implementation Plan to Congress prior to the 15 Nov deadline.

### **SPACE CRITICAL POSITIONS**

Lt Col Lea framed the questions:

- How to define and scope critical positions?
- Does DoD-wide include the Joint community?
- How to determine a critical position? Who makes the determination?
- How to determine the qualifications for a critical position? Who make the determination?

COL Pierson, USA, reported that the Army was looking at their billets for space critical positions and making progress in answering the issues that were posed. Mr Teets asked if there was a sense of the total number of Space Critical Positions. He asked that members of the SPOB begin to make progress in answering the posed questions. Discussion followed that included ways to code space billets, creating a process similar to that used for identifying and tracking JSOs. In sum, members concluded that once a definition was established services and the joint community needed to identify space billets and members able to fill them. LtCol Czzowitz, JCS J-7, stated that a similar undertaking is being completed for Information Operations, and suggested that the IO experience might provide numerous insights.

### **ACTION ITEMS:**

HCRWG to draft a strawman for the November 2004 SPOB meeting that establishes a common definition of Space Critical Positions, identifies critical positions, and determines the qualifications to fill them.

### **DATA CALL**

Lt Col Lea noted that a data call was needed to identify current inventory of Space professionals, identify positions and note potential shortfalls. At issue is:

- The fidelity level necessary?
- Establish a standardized DoD categorization?
- Responsibility for data analysis (DoD EA for space or services?)

The concern was raised, that lacking an accepted definition of a Space Professional, Service-specific data might not mean the same thing. Mr Teets stated that we need to ask each Service what types of data they are collecting, as a way to understand the specific data we should collect. . The overall problem could be resolved by establishing a standard set of metrics.

**ACTION ITEM:** Each Service to brief the types of data they are collecting and preliminary results at the next SPOB meeting in November. He also asked each Service to define what it means by “space professional ” or “space cadre”

## **NEW BUSINESS**

### **PROFESSIONAL MILITARY EDUCATION**

Lt Col Dave Czzowitz, J-7, discussed whether the Military Education Coordination Council (MECC) is adequately integrating space into Joint Warfighting and Joint PME. To frame the discussion he presented a briefing entitled: Military Education from Concept to Curriculum. His major points:

- Chairman's Statutory responsibilities are codified in Title 10, USC, Section 153 (B).
- The MECC advises the Director, Joint Staff and addresses key joint education issues, promotes cooperation and collaboration, and coordinates joint education initiatives
- Officer PME is a continuum from pre-commissioning to General/Flag officer education. Space-related education can be inserted anywhere in this continuum
- Space- related education is introduced through developed concepts and doctrine
- Issues on Space education can be introduced via a Joint Faculty Education conference held twice a year (next-8 Sept 04) and Special areas of Emphasis that are evaluated by Schools and where feasible are incorporated.
- In summary, new curricula on space can be incorporated by working with Service PME institutions directly, dealing with the MECC or via the Joint Faculty Education Conferences

#### **ACTION ITEM:**

- JSOB Executive Secretary to draft letter for Mr Teets concerning Space-related curricula and Joint PME
- HCRWG send a representative to the 8 September 2004 Joint Faculty Education Conference.
- HCRWG send a representative to the MECC working group 2-8 November
- NSSO ensure MECC is briefed on space issues on their 30 November meeting.

## **ADMINISTRATION**

Next meeting of the SPOB will be 9 November 2004.

#### **ACTION ITEMS:**

Executive Secretary provide review and status of the strategy implementation plan

Executive Secretary provide outbrief on the 20-21 Oct 04 Space Professional Development Conference